



Beyond the Test Kit:

Utilizing School Psychologists to Positively Impact School Culture and Climate

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Assessment is just one aspect of school psychology.



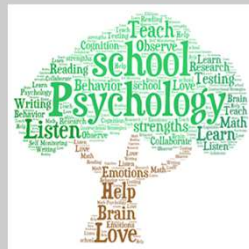
School Psychology Quiz

What do your school psychologists do?

What is your psychologist to student ratio?

Have you experienced the shortage of school psychologists?

How do psychologists impact the work of your special education department/program?

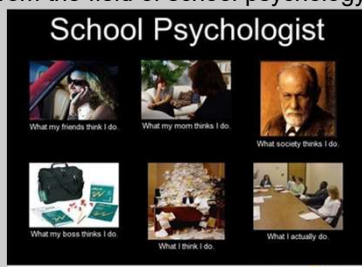
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About our district



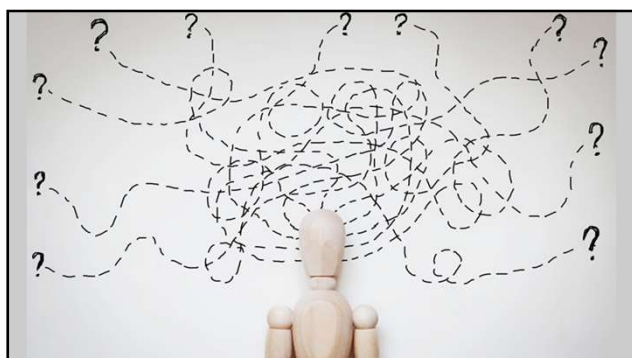
Largest school district in Arizona
 65,000+ students in PreK - 12th grades
 83 Schools or Campus Programs
 62 Full-Time Equivalent School Psychologists
 Part-time counselors at many but not all elementary schools and all junior highs.
 Student Advisors and Social Workers at all high schools.

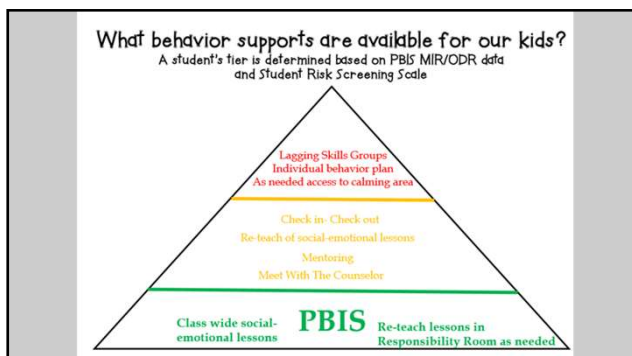
Stories from the field of school psychology



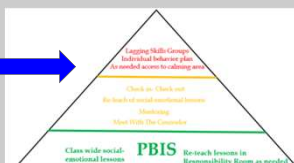








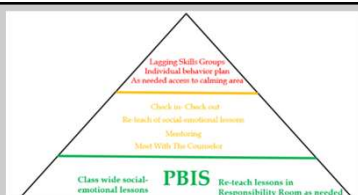
How did we go from chaos to tiered supports?



Teacher feedback

I don't know what to do
and how to help
when a student has behavior needs!

Why are we
doing all of this??



Lagging Skills Training
Inspired by the work of Ross Greene

**Training on the system
of supports**

Where are you in this process?



Social and Emotional Learning



Social Emotional Learning

District Initiative

MPS Student Support Systems

Evidence Based Practices

Collaborative for Academic, Social, and Emotional Learning

<https://drc.casel.org/>



Sanford Harmony

Sanford Harmony - Tier 1 Intervention
 32 schools and 56 schools have access
 Choice of in-person or online training
 Ongoing coaching and support
 Online professional development
 Data based decision making
<https://www.sanfordharmony.org/>



Teacher Focus of SEL

Systems approach: District initiative, Teacher support, Student learning. A focus not only on student learning the skills, but the teacher learning and modeling.

1. TAKE CARE OF YOURSELF TO TAKE CARE OF YOUR STUDENTS
2. FOCUS ON BUILDING RELATIONSHIPS
3. SET RULES, BOUNDARIES, AND EXPECTATIONS (AND DO IT EARLY)
4. TAKE A STRENGTH-BASED APPROACH
5. INVOLVE PARENTS AND GUARDIANS

<https://www.edutopia.org/article/5-principles-outstanding-classroom-management>

Mindfulness Based SEL

- SEL Practices: Psychoeducation and interpersonal skill development,
- Mindfulness Practices: Attentional training - Emotional Regulation, Self Awareness & Adaptability

SELF-REGULATION

- Self-awareness - Recognize our emotions and understand how interpretations of experience influences behavior.
- Self-management - Ability to regulate thought, emotion, and behavior in different contexts of life (includes self-management, impulse control, and the capacity to achieve long-term goals)

Mindful Moment

A practice of self-regulation

Teacher makes time in the daily schedule for this moment (or minute)

It is scheduled and there is a routine with expectations

There is a cue to begin focusing attention and to end focus

There is practice in noticing what is happening in the present moment

Consistency is key to creating this skill

Creating this as a habit makes it stronger, routine, and easier



Our Story

How Trauma Informed Practices came about at my school:

- First year in high needs school
- Experiencing extreme behaviors from multiple students
- Spent more time managing behaviors than helping them
- Found a common theme among these students, complex trauma
- Introduced to Trauma Informed Practices by a fellow psychologist conducting a district training



Transitioning to a Trauma Informed Campus

- Sought Training
 - MPS sent me to the AZCEC Conference
 - Webinars
 - Books
 - Listservs
 - Movies/YouTube videos
- Trained staff
 - Basic understanding of trauma/ACES
 - Classroom-based strategies
 - Working with administrators to understand and implement restorative practices



Transitioning to a Trauma Informed Campus

- Reactions of staff after training
 - Noticeable difference in approach with students
 - Teachers asking and seeking more training
 - Teachers implementing proactive strategies within the classroom
- Resources Being Used Regularly:
 - Zones of Regulation
 - The Incredible 5 Point Scale
 - Lessons directed towards resilience

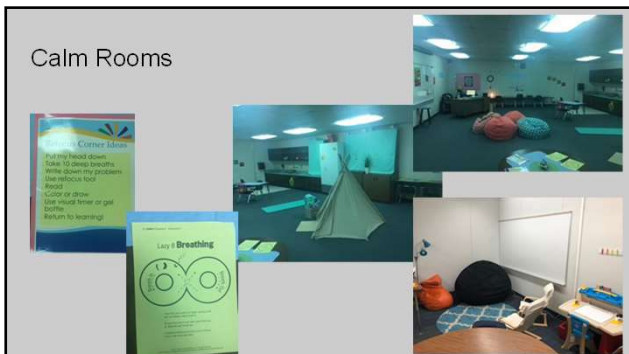


FBA/BIP

- Realized the BIPs were not always working and there were similar "functions"
 - The words "oppositional", "power seeking", ADHD, and possibly "spectrum" were used frequently
 - The team now takes trauma into consideration
 - Implementing more proactive strategies
 - PBIS Tier 1 and Tier 2



Calm Rooms



Closing Thoughts

Are you seeing the impact of trauma in your schools? What does that look like?





Training and Mentoring

Growing well rounded school psychologists

Embracing the NASP Model

Data based decision making and accountability

Consultation and collaboration

Interventions and instructional support to develop academic skills

Interventions and mental health services to develop social and life skills

School-wide practices to promote learning

Preventative and responsive services

Family/school collaboration services

Diversity in development and learning

Research and program evaluation

Legal, ethical, and professional practice

Training

Practicum students and Interns

Post Doctoral Residents

Supervision Training

Internship fair, partnerships

(districts, university, AASP)



Structured Mentoring and Support

New to Mesa Training

Early Career Mentors

Regional Groups with Representatives on Psychologist Council

Professional Development Specific to Psychologists

Administrative and Professional Supervision and Support



The Challenge of Recruitment and Retention of School Psychologists



Shortages of School Psychologists

U.S. News and World Report 2018:

School psychologist is ranked the second best social services job and 44th best job overall.

Excellent job market with 1.9% unemployment.

Average upward mobility and flexibility.

Above average STRESS LEVEL.

<https://money.usnews.com/careers/best-jobs/school-psychologist>

Successful Recruiting in a Shortage Climate

National Shortage

14% job growth rate with 20,900 new jobs projected by 2026

State Shortage

NASP recommended ratio is 1:1,000 for traditional with 1:500-700 to implement the NASP Practice Model.

Successful Recruiting in a Shortage Climate

Internship Training and Expansion

MPS has hired 1-2 interns for 7+ years with successful retention.

In 2016-17, MPS expanded internship program to three interns.

In 2017-18, increased department staffing by 3.0 FTE to fund five interns and designated supervision time (half-day per week).



Fostering Resiliency and Managing Stress

The School Psychologist



Stress and the Emotional Exhaustion Syndrome

Inadequate administrative support

Resistance of consumers

Limited impact on students

Intensity of workload



Comprehensive role

Growth opportunities

Professional and administrative support

Meaningful evaluation

Mentorship and collegial collaboration

Self-Reflection and Assessment

How well does the current role of school psychologists in your district align with the needs of your students?

[School Psychology Department Self-Assessment](#)



Resources - SEL and Mindfulness

CASEL: <https://casel.org/>

CASEL/Sanford Harmony: <https://casel.org/guideprogramssanford-harmony/>

Sanford Harmony: <https://www.sanfordharmony.org/>

Article: Integrating Mindfulness Training into K-12 Education: Fostering the Resilience of Teachers and Students

Link to Article: <http://www.mindfuleducation.org/wp-content/uploads/2015/01/IMEK-12-ARTICLE-IN-JOURNAL-MINDFULNESS-ONLINE-VERSION-1.pdf>

Resources - Trauma Informed Care

Webinars

- Becky Bailey, Conscious Discipline: <https://consciousdiscipline.com/e-learning/webinars/>
- National Center on Domestic Violence, Trauma, and Mental Health:
 - Series of stored webinars and resources on trauma-
 - <http://www.nationalcenterdvtraumamh.org/trainingta/webinars-seminars/2016-webinar-series-trauma-informed-responses-to-emotional-distress-and-crisis/>

Resources - Recruitment and Retention

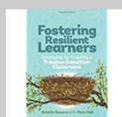
NASP Practice Model

http://www.casponline.org/pdfs/pdfs/practice_model_brochure.pdf

Resources - Trauma Informed Care

Books

Fostering Resilient Learners:
[Strategies for Creating a Trauma-Sensitive Classroom](#)



Movies

Paper Tigers (2015)- Available on Amazon Prime

Workgroups/Listservs:

Creating Trauma Sensitive AZ Schools Work Group (Through Phoenix
Children's Hospital
ACEs Connection: Listserv- <https://www.acesconnection.com/>

Resources - Recruitment and Retention

Shortages in School Psychology Resource Guide

<http://www.nasponline.org/resources-and-publications/resources/school-psychology/shortages-in-school-psychology-resource-guide>

Best Practices for Maintaining Professional Effectiveness, Enthusiasm and Confidence (Brian P. Leung and Jay Jackson, 2014). In Best Practices in School Psychology IV

Who Are School Psychologists?

<http://www.nasponline.org/about-school-psychology/promote-the-profession>

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